

25 March 1985

MEMORANDUM FOR: Robert W. Magee
Director of Personnel

VIA:

[Redacted]
Executive Secretary

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[Redacted]
Deputy for Employment, Office of Personnel

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FROM: J. Kenneth McDonald
Chief, DCI History Staff

SUBJECT: Request to Designate Historians in the Critical Shortage
Category

1. I would like to request that you designate historians hired for the DCI History Staff in the critical shortage category. This designation, by permitting reimbursement for travel and the transportation of household effects, would help make CIA more competitive in recruiting professional historians for the DCI History Staff.

2. Since the principal source of experienced professional Ph.D. historians is in college and university faculties, we must conduct nation-wide searches to meet our needs. When we ask an historian to move from a college campus to the Washington area, he ordinarily faces sharply increased housing costs. The ability to pay travel and moving expenses would be a significant inducement for historians of the calibre we need to leave academe for CIA.

3. Beyond this, since Ph.D. historians are also often recruited in the Directorate of Intelligence as intelligence officers, which is designated a critical shortage category, it would seem equitable to permit the DCI History Staff to compete on even terms with the DI for this talent.

4. As you know, following the passage of the 1984 CIA Information Act Congress allotted ten additional positions to CIA to support the Historical Review Program that Mr. Casey promised Senator Durenberger in an exchange of letters of October 1983. Two of these positions are for new staff historians to carry out our role in this new program; it would be a great help if we could offer moving and travel expenses to candidates for these positions.

5. I therefore propose that the position of Staff Historian be included in the critical shortage category.

/s/ J. Kenneth McDonald

J. Kenneth McDonald

APPROVED:

Director of Personnel

Date

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